

# Agreement and Schedule of Wages

BETWEEN

B. C. Electric Railway Company, Ltd.

Western Canada Power Co., Ltd.

B. C. Telephone Co., Ltd.

AND

International Brotherhood of  
Electrical Workers

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Third District



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VICTORIA, B. C.

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## AGREEMENT

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THIS AGREEMENT made and entered into this Eighth day of September, One thousand nine hundred and sixteen, by and between the **BRITISH COLUMBIA TELEPHONE COMPANY, LIMITED**, its successors or assigns, together with any subordinate company or companies, contractors, subcontractors, or third parties (except that the provision as to contractors, subcontractors and third parties shall not apply to the following: A. In outside exchanges where twenty or less poles are involved; B. In case of farmers or residents of rural districts setting up poles to meet the Company's lines to secure telephone service for themselves, doing business in the Province of British Columbia, or wherever the lines of the Company do or may run, they to be known and designated herein as the "Company," **THE PARTY OF THE FIRST PART**; and the **INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**, its successors or assigns, through the Pacific District Council No. 1 of the Third District (together with its subordinate local unions in the territory above-mentioned), and doing business in the aforesaid territory and hereinafter designated and known as **THE PARTY OF THE SECOND PART**;

**WITNESSETH:** That for and in consideration of harmonious relations and settled conditions of employment, with financial and personal relations mutually beneficial, and the covenants and agreements herein contained, the parties hereto do hereby enter into, ordain,

establish and agree to the following wage schedule, and conditions of employment, for a period of one year, commencing September 1st, 1916, and to continue in full force and effect thereafter, unless terminated by ninety (90) days' notice in writing from either of the parties hereto to the other, whereupon the same may be amended or substituted as may be mutually agreed upon by the parties hereto, and this agreement shall supersede and cancel all previous agreements or correspondence pertaining thereto.





## **WORKING RULES AND SCHEDULES OF WAGES.**

These rules shall be posted for the information and guidance of all employees.

### **Hours of Work.**

#### **Section 1:**

(a) Eight hours shall constitute a day's work in city exchanges and the ordinary working hours shall be from 8 a.m. to 12 m. and from 1 p.m. to 5 p.m.

(b) Employees working on the eight-hour basis shall go to and from point of work on their own time within the established city limits, except that from November 1st to April 1st, employees to go two ways on Company's time, reporting at such storerooms, main or branch offices, as the Company may designate from time to time.

(c) Nine hours shall constitute a day's work in suburban exchanges or on toll, suburban or farmers' lines, working hours to be from 7 a.m. to 12 m. and from 1 p.m. to 5 p.m. Employees to go to and from point of work on the Company's time.

(d) Men detailed on jobs out of the city limits will return to the city limits on Company's time, or the Company will provide meals, either alternative to be at the Company's option.

(e) Shift hours shall be those that the demands of the service require to be filled regularly, and an assignment to shift hours shall not be for less than 20 days, except in case of temporary relief of a permanent shift employee on account of illness or accident, when overtime will apply to the first shift relief only when the employee relieving has already worked eight hours.

(f) Shift hours are to be any eight consecutive hours (except intermissions for meals) of the twenty-four and such hours on Sundays and holidays as the service requires.

(g) Where employees request, on account of working conditions or seasons, a change in the ordinary or shift hours, such change to be made for not less than one month's time, and upon the approval of their immediate supervisor.

(h) Employees held awaiting orders four hours or less shall be paid four hours; for over four hours shall be paid for eight hours, except when relieved due to their own request or fault. Employees whose assignment of work require them to report in person at the office on Sundays or holidays shall receive not less than two hours' time and employees called for duty outside of regular hours shall receive not less than two hours' time computed at double time of standard rate.

### **Overtime.**

#### **Section 2:**

(a) Overtime shall be computed on the basis of eight hours per day and at the standard rate the employee is entitled to in Section 11.

(b) Overtime computed at double time of standard rate will be paid for all time worked at other than the employee's regular assigned hours, and when following the regularly assigned hours shall continue (excepting intermission for meals) until the employee is relieved from duty.

(c) An employee called for work before 5 a.m. shall be entitled to overtime until relieved from work (excepting intermission for meals). After 5 a.m. and before 8 a.m. he shall be entitled to overtime until 8 a.m.;



after 8 a.m. straight time only will be allowed.

(d) All overtime worked on Sundays and holidays will be computed at double time of standard rate. Overtime when travelling away from headquarters will be computed as follows:

(e) Time when travelling with the accommodation of a berth on days other than Sundays and holidays shall be paid the straight time rate for all time spent travelling, except intermission for meals and sleep.

(f) Time when travelling without the accommodation of a berth on days other than Sundays and holidays, shall be computed at double time of standard rate, excepting intermission for meals and excepting regular working hours, 8 a.m. to 12 m., and 1 p.m. to 5 p.m. which shall be paid for at straight time rate.

(g) Sleeping intermission shall be from 10 p.m. to 6 a.m. If, when travelling under paragraph "f," train or boat arrivals or departures are such as to include any time between 10 p.m. and 6 a.m. such time shall be computed at double time of standard rate; one hour at double time to be added to the actual time so included.

(h) Time travelling on Sundays and holidays to be paid for at double time of standard rate (excepting intermission for meals and sleep).

### **Holidays.**

#### **Section 3:**

(a) Holidays shall only be as follows: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labor Day, Thanksgiving, Christmas Day and Saturday afternoons.

(b) Saturday afternoons shall be considered as shift hours for such positions as the

demands of the service require to be filled constantly, including when deemed necessary by the Company, one troubleman in each of the larger exchanges, and straight time only shall be paid for such hours. Assignment of men to Saturday afternoon shift hours shall be made, as far as possible, so that every employee shall be off duty at least three Saturday afternoons out of every four. All time worked other than shift time, as defined above, shall be paid at double time of standard rate, in accordance with Section 2.

(c) When any of the above holidays fall on Sunday, the following Monday shall be considered a holiday.

(d) Employees entitled to vote shall be allowed time to vote, with pay, voting hours for the employees to be assigned by the supervisor in charge. Election days are in no case to be considered holidays.

### **Board and Lodging.**

#### **Section 4:**

(a) Expense of board and lodging will be allowed all foremen, cable splicers, apprentice cable splicers and cable splicers' helpers, when sent away from headquarters.

(b) The expense of board and lodging will be allowed all head gangmen when sent away from headquarters when head gangmen are in direct charge of a gang and not working under the immediate supervision of a foreman.

(c) All other employees detailed for work away from headquarters upon temporary jobs will be allowed expense of board and lodging. Twenty calendar days will be considered a temporary job. More than twenty days will be considered a permanent job, for which no board and lodging expense will be allowed. Employees shall be notified before being sent

away whether the work will be classified as temporary or permanent job. If classified as a temporary job and work exceeds twenty calendar days, board and lodging will be allowed until return to headquarters. If classified as a permanent job and a return to headquarters (except in case of dismissal or resignation), is made in less than twenty days, board and lodging will be allowed.

(d) Where employees affected by this schedule desire that their board and lodging shall be paid by the Company, or where working conditions compel the Company to provide board and lodging, the rate will be One Dollar (\$1.00) less per day than schedule below, except in the case of temporary jobs, where the rate specified will prevail, and except as provided for Foremen, Head Gangmen, Cable Splicers, etc., in Section 4, paragraphs (a) and (b.)

### **Transportation.**

#### **Section 5:**

(a) The Company will furnish all means of transportation.

(b) Where carfare during working hours is deemed necessary by the Company, same will be advanced to the employees, and where transportation is considered necessary by the Company, beyond the 5c limit, the Company will advance the same to employees affected by this schedule.

(c) Employees affected by this schedule resigning or dismissed from work while away from headquarters, will not be allowed transportation to headquarters. Should the completion of work render the services of employees no longer necessary, transportation to headquarters, or, at the Company's option, the equivalent amount such transportation would cost the Company, will be allowed.

## **Payments.**

### **Section 6:**

(a) Employees shall be paid by cheque semi-monthly, payment to be made on the twentieth of the month for all wages due up to and including the 15th of the current month, and of the 5th of the month for wages due up to and including the last day of the preceding month.

(b) Employees discharged while in the field must be paid in full for all time due them. Should lack of sufficient funds prevent this, transportation must be allowed to the point where payment will be made.

## **Classification.**

### **Section 7:**

(a) Foreman: An employee having charge of more than three journeymen or apprentices or more than twelve laborers.

(b) Head Gangman: An employee having charge of three or less journeymen or apprentices or twelve or less laborers, or an employee assisting a foreman in the direction of men affected by this schedule.

(c) In no case shall a foreman be permitted to handel tools or do that class of work which is required of a journeyman while employed in the capacity of foreman.

(d) Journeyman: An employee who has had three years' experience in one or all branches of the trade, as listed herein: Lineman, cable splicer, switchboardman, installer, cable tester, repairman, troubleman, inspector and repeater man. All rackmen, powermen, batterymen and testboardmen shall be rated as switchboardmen.

(e) Apprentice: An employee who has not had three years' experience in one or all of the foregoing branches of the trade, and he

shall be an employee who is actually engaged in performing work and handling tools in the particular branch of the trade in which he is employed, and as specified hereafter. All apprentices must serve three years' actual time in the business before they can be rated as journeymen.

(f) During the last twelve months of their apprenticeship, apprentices will be expected to perform the same class of work as journeymen.

(g) Except where journeymen are not to be obtained, the ratio of apprentices to journeymen for each classification specified shall not exceed one to four. In exchanges employing less than four journeymen, one apprentice will be allowed.

(h) Cable splicers' helper: An employee assisting a cable splicer or galvanometerman. During the first six months of service they shall not be required to do any work upon poles, aerial cables or other like structures.

### **Auto Drivers.**

#### **Section 8:**

Men driving auto wagons shall not be classified as foremen. Men driving automobiles shall receive one hour extra per day at standard rate.

### **Pole and Cable Work.**

#### **Section 9:**

(a) All pole framing, painting and stepping of poles shall be done by linemen.

(b) All pole setting gangs shall have three journeymen linemen.

(c) All cable pulling gangs shall have three journeymen linemen or cable splicers assisting same.

(d) The splicing and connecting of lead armored cable, to and including their respec-

tive terminals, shall be done by cable splicers. This shall not be construed to include lead-armored cable between the main frame and switchboard, nor linemen, inspectors or installers testing cable after cable pairs have been connected to terminals by the cable splicer.

### Wire Chief.

#### Section 10:

Wire Chief: An employee having charge of or directing work in an office or offices employing journeymen, as specified in Section 11.

A Wire Chief shall be considered as a working foreman and be capable of handling tools and doing that class of work required of journeymen switchboardmen, when the demands of the service require such work.

Wire Chief "Class B": An employee having charge of an office or offices employing regularly three or less journeymen or apprentices, shall be paid a monthly rate equal to or in excess of a headgangman—\$130.00.

Wire Chief "Class A": An employee having charge of an office or offices employing regularly more than three journeymen or apprentices, shall be paid a monthly rate equal to or in excess of a moreman—\$150.00.

	Rate of Pay
<b>Section 11:</b>	
Foremen .....	\$5.50
Head Gangmen .....	4.75
Cable Splicers .....	5.00
Linemen .....	4.25
Switchboardmen .....	4.25
Installers .....	4.25
Cable Testers .....	4.25
Repairmen .....	4.25
Troublemens .....	4.25
Inspectors .....	4.25
Repeatermen .....	4.25



### Apprentices.

	Begins	Mo. 3	Mo. 18	Mo. 24	Mo. 27	Mo. 36
Lien men .....	\$3.00		\$3.25		\$3.50	\$4.25
Cable Splicers	3.00		3.75		4.25	5.00
Troublemens ..		3.00		3.25	3.50	4.25
Repeater men		3.00		3.25	3.50	4.25
Switchboardmen		3.00		3.25	3.50	4.25
Installers .....		3.00		3.25	3.50	4.25
Cable Testers		3.00		3.25	3.50	4.25
Inspectors .....		3.00		3.25	3.50	4.25
Repairmen .....		3.00		3.25	3.50	4.25
Groundmen .....						\$3.00

### General.

#### Section 12:

(a) Exchanges having 100 or more telephones are designated as city exchanges.

Less than 100 telephones, suburban exchanges.

(b) Headquarters shall be considered as the point where men are actually engaged for work.

(c) While it is presumed that wire chiefs, foremen, etc., to obtain economical results, will assign employees to work to which they have been trained, there is nothing in these rules which means that employees shall do only the class of work for which they have been employed, nor that certain classes of work shall be performed by only certain classes of men. Should, however, an employee be assigned to work which pays a higher rate than that for which he is employed, he shall be paid the scheduled rate for such work while engaged upon it.

(d) Nothing herein shall be construed as affecting conditions or wages of isolated repairmen where eight consecutive hours' work is not required.

(e) Nothing herein shall be construed to reduce the pay of any employee now getting a higher rate of pay for work classified in Section 11.

(f) No discrimination against employees of this Company on account of any affiliation or relations they may or may not have, will be permitted. Managers, wire chiefs, foremen, etc., must take every precaution to see that this is not violated.

(g) Any committee of employers or grievance from the local unions affected will be given a hearing. Business agents or other officials of the Union may accompany such committee.

(h) No deviation from these rules will be permitted.

(i) No rate of pay in excess of the amount listed will be allowed except upon the proper approval of the General Superintendent of Plant.

IN WITNESS WHEREOF the parties hereto have hereunto affixed their hands and seals through their respective officers, in quadruplicate, the day and year first above written.

BRITISH COLUMBIA TELEPHONE COMPANY, LIMITED,

By C. F. Bollschweiler,  
General Superintendent of Plant.

PACIFIC DISTRICT COUNCIL NO 1 OF  
THE THIRD DISTRICT, I. B. E. W.

By J. Morgenthauer,  
President.

By Jno. S. Wilson,  
Secretary-treasurer.

# AGREEMENT

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THIS AGREEMENT made and entered into this Sixteenth day of September, One thousand nine hundred and sixteen, BY AND BETWEEN the BRITISH COLUMBIA ELECTRIC RAILWAY COMPANY, LIMITED, and the VANCOUVER POWER COMPANY, LIMITED, (together with any subordinate Company or Companies, Contractors or Subcontractors or third parties, except that the provision as to Contractors, Subcontractors and third parties shall not apply to the following:

(a) In outside districts where twenty or less poles are involved;

(b) In case of customers in outside districts paying a portion of the cost of the lines to secure service for themselves);

as Parties of the First Part; and THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS through the Pacific District Council No. 1 of the Third District, of the International Brotherhood of Electrical Workers, as Parties of the Second Part.

FIRST that for and in consideration of harmonious relations and settled conditions of employment with financial and personal relations mutually beneficial and the covenants and agreements herein contained, the parties hereto do hereby enter into, ordain, establish and agree that the following wage schedule and working rules shall be binding upon the parties hereto until the Thirtieth day of June, one thousand nine hundred and eighteen, or until the expiration of six months after the

cessation of the war, whichever date shall arrive first, and shall continue in full force and effect thereafter unless terminated by thirty (30) days' notice in writing from either of the parties hereto to the other whereupon the same may be amended, cancelled or substituted as may be mutually agreed upon by the parties hereto.

The Company recognizes the International Brotherhood of Electrical Workers, and agrees to employ only members of the International Brotherhood of Electrical Workers for the various classes of work hereinafter mentioned, except substation operators and trimmers, and will not discriminate against any substation operator or trimmer who is or shall become a member of the International Brotherhood of Electrical Workers, and the International Brotherhood of Electrical Workers will not in any way interfere with or limit the right of the Company to discharge or discipline its employees where sufficient cause can be shown, except for being a member of the International Brotherhood of Electrical Workers.



## **WORKING RULES AND SCHEDULE OF WAGES.**

These rules shall apply only to employees listed in Section 14, and shall be posted for the information and government of all employees.

### **Hours of Work.**

#### **Section 1:**

(a) Eight hours shall constitute a day's work. Ordinary working hours 8 a.m. to 12 noon, and 1 p.m. to 5 p.m.

(b) Employees to go from storeroom to storeroom and camp to camp on Company's time.

(c) Men detailed on jobs out of the city limits will return to the city limits on Company's time, or the Company provide meals, either alternative to be at the Company's option.

(d) Employees held awaiting orders four hours or less shall be paid four hours; for over four hours shall be paid eight hours, except when relieved due to their own request or fault. The foregoing shall not apply when weather conditions prevent work being done.

### **Overtime.**

#### **Section 2:**

(a) Overtime computed at double time of standard rate will be paid for all time worked at other than the employer's regular assigned hours, and shall continue (excepting intermission for meals) until the employee is relieved from duty. Employees being relieved from duty shall be relieved for at least a period of eight hours except when employees report for work between 4 o'clock a.m. and 8 o'clock a.m., and such overtime does not equal 8 regular work-

ing hours, employees will be allowed to work the following 8 hours at straight time.

(b) All work done on holidays shall be computed at double time of standard rate.

### **Holidays.**

#### **Section 3:**

(a) Holidays shall be as follows: Sundays, New Year's Day, Good Friday, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, Christmas Day and Saturday afternoons.

(b) When any of the above holidays fall on Sunday, the following Monday shall be considered a holiday.

(c) Employees entitled to vote shall be allowed time to vote, with pay, voting hours for the employees to be designated by the Superintendent in charge. Election days are in no case to be considered holidays.

### **Board and Lodging.**

#### **Section 4:**

(a) Expenses of board and lodging will be allowed all foremen when sent away from headquarters.

(a) Expense and board and lodging will be allowed all lead cable splicers and helpers when sent away from headquarters.

(c) All other employees detailed for work away from headquarters, upon a temporary job, will be allowed expenses of board and lodging. Twenty days will be considered a temporary job, more than twenty days will be considered a permanent job, for which no board and lodging expenses will be allowed. All employees shall be notified before being sent away whether the work shall be classified as a temporary or permanent job. If classified as a temporary job, and the work exceeds 20 days, board and lodging will be pro-



vided until the return to headquarters. If classified as a permanent job, and a return to headquarters (except in case of dismissal or resignation), is made in less than twenty calendar days, board and lodging will be allowed. Headquarters will be considered where men are actually engaged for work.

(d) Where employees affected by the schedule desire that their board and lodging will be paid by the Company, or where working conditions compel the Company to provide board and lodging, the rate will be \$1.00 less per day than the schedule below, except in the case of foreman and temporary jobs. This applies to out of town work only.

#### **Transportation.**

##### **Section 5:**

(a) The Company will furnish to all employees affected by this schedule all necessary transportation.

(b) Employees affected by this schedule resigning from work while away from headquarters will not be allowed transportation to headquarters. Should the completion of the work render the services of the employees no longer necessary, transportation to headquarters, or an amount equivalent to the cost of such transportation will be allowed.

#### **Payment of Wages.**

##### **Section 6:**

(a) Employees shall be paid semi-monthly, payment to be made on the morning of the 24th of the month for wages up to and including the 15th of the current month, and on the morning of the 9th of the month for wages due up to and including the last day of the preceding month. Employees away from headquarters to be paid semi-monthly not later than two days after those at headquarters.

(b) Employees dismissed while away from headquarters must be paid in full all wages due them. Should lack of sufficient funds prevent this, transportation must be allowed to the point where payment will be made.

#### **Section 7: Classification.**

(a) Foreman: An employee having charge of more than three journeymen or apprentices or more than twelve laborers. All foremen shall have at least three years' experience in one or all branches of the trade.

(b) Sub-foreman or Headgangman: An employee having charge of not more than three men who may be journeymen, apprentices, groundmen or truck drivers or a combination of such classes, or an employee assisting a foreman in the direction of men affected by this schedule.

(c) In no case shall a foreman be permitted to handle tools or do that class of work which is required of a journeyman while employed in the capacity of a foreman.

(d) Journeyman: An employee who has had three years' experience in one or all branches of the trade, as listed herein; linemen, cable splicers and jointers, station wiremen, repairmen, inspectors and troublemen.

(e) Apprentice: An employee who has not had three years' experience in one or all of the foregoing branches of the trade, and he shall be a nemployee who is actually engaged in performing work and handling tools in the particular branch of the trade in which he is employed, and as specified hereafter. All apprentices must serve three years' actual time in the business before they can be rated as journeymen.

(f) During the last twelve months of their apprenticeship, apprentices will be expected to

perform the same class of work as journeymen.

(g) Except where journeymen are not to be obtained, the ratio of apprentices to journeymen for each classification specified shall not exceed one to four. In branches employing less than four journeymen, one apprentice will be allowed.

(h) Apprentices shall not be allowed to work on high voltage wires, except during the last six months of their apprenticeship.

(i) Cable splicers shall at no time be allowed to work unless attended by a helper. When working in the vicinity of high voltage wires, cable splicers' helpers shall be journeymen linemen. All joining, splicing and terminating of lead covered cable shall be under the jurisdiction of the cable splicers.

### **High Voltage.**

#### **Section 8:**

(a) All wires carrying a voltage of 675 volts or over shall be classed as high voltage wires.

(b) When work is being done on high voltage wires, two journeymen must be assigned to the job, and are not allowed to work on two different wires at the same time.

(c) In station work, two journeymen are required to work on wire carrying a voltage of 675 or more.

(d) In case of trouble on high voltage wires or where work is hazardous, two or more journeymen must be sent out to repair trouble. If only one man is available, he may be sent out to watch until another can be obtained and the first man may cut the wire to clear it.

### **High Poles.**

#### **Section 9:**

Working on poles, timbers, bridges, towers or fixtures of an elevation of 95 feet or over, time to be computed at two times the standard rate as per schedule.

### **Auto Drivers.**

#### **Section 10:**

Men driving auto wagons shall not be classified as foremen. Men driving automobiles shall receive one hour extra per day at standard rate.

### **Trouble Work.**

#### **Section 11:**

(a) Employees called out on emergency work or trouble shall receive not less than four hours' pay, computed at straight rate.

(b) If required by the Company not more than two men in each of the Company districts to work Saturday afternoons on straight time for trouble only, men to work in turn.

(c) Troublemens on trolley and electric light work, working shift work, will be paid at straight time for any eight consecutive hours out of the twenty-four hours for trouble only.

(d) Emergency crews to work on trouble only.

### **Sub-Station Operators.**

#### **Section 12:**

(a) Stations shall be graded as follows:

##### **First-class—**

All Power Houses  
Vancouver Sub-Station  
Rock Bay Sub-Station

### **Second-class—**

New Westminster Sub-Station	
Burnaby	"
Point Grey	"
North Vancouver	"
Horne-Payne	"
Haro Street	"
Earls Road	"

### **Third-class—**

Tod Inlet, (Victoria)  
F. V. Sub-Stations  
Lulu Island Sub-Station, and  
Portable Sub-Stations.

(c) In all first-class sub-stations the shift will be worked by what is known as the "revolving watch"; with an operator and floor-man on each shift.

(c) Senior operators shall not have less than three years' experience.

Junior operators shall be operators with less than three years' experience.

Junior operators, after they have had three years' experience, shall be classed as senior operators.

(d) Operators shall be entitled to two days off each month, and two weeks' vacation annually, with pay.

### **General.**

#### **Section 13:**

(a) At least three journeymen linemen will be used in all and every gang pulling in underground cables and in erecting poles or structures taking the place of poles.

(b) Linemen to have jurisdiction over assembling and erecting of towers, framing and setting poles.

(c) Nothing herein shall be construed to reduce the pay of an employee now getting a higher rate of pay.

(d) Any committee of employees or grievances from the local unions affected will be given a hearing. Business agents or other officials of the union may accompany such committee.

(e) On new buildings, other than those controlled by the Company, station construction wiremen or linemen when doing work chargeable to a customer which would otherwise be done by outside contractors, shall receive not less than the minimum wage fixed by the International Brotherhood of Electrical Workers for those classes of work in the locality in which the work is being done.

### Rate of Pay.

#### Section 14 (a):

Foremen .....	4.25 per day
Sub-foremen .....	2.75 "
Journeyman .....	4.50 "
Station wiremen .....	4.50 "
Repairmen .....	4.50 "
Troublemen .....	4.50 "
Inspectors .....	4.50 "
Lead-covered cable foremen.....	6.40 "
Cable splicers .....	5.50 "
Groundmen .....	3.15 "
Apprentices, begin .....	3.00 "
After 6 months.....	3.25 "
After 12 months.....	3.65 "
After 18 months.....	4.00 "
After 24 months.....	4.25 "
After 36 months.....	4.50 "
Foremen patrolmen .....	5.25 "
Patrolmen .....	4.50 "

Patrolmen to be provided with proper transportation.



**(b) Sub-Station Operators—Senior Operators.**

First-class Stations .....	\$114.00	per month
Second-class Stations.....	105.00	"
Third-class Stations .....	95.00	"

**Junior Operators—First-class Stations—**

First year .....	\$ 92.50	"
Second year .....	97.50	"
Third year .....	114.00	"

**Second-class Stations—**

First year .....	87.00	"
Second year .....	92.50	"
Third year .....	105.00	"

**Third-class Stations—**

First year .....	\$ 80.00	per month
Second year .....	87.00	"
Third year .....	95.00	"
Load dispatchers .....	125.00	"
Oilers at power house.....	73.00	"
Floormen—First-class .....	70.00	"
Second-class .....	65.00	"
Trimmers—First year .....	70.00	"
Second year .....	75.00	"
Third year .....	85.00	"

AS WITNESS the hands of the parties here-  
to—

For the British Columbia Electric Railway  
Company, Limited.

(Signed) GEORGE KIDD,  
General Manager.

(Signed) W. G. MURRIN,  
General Superintendent.

Witness: W. Saville, Chief Clerk.

For the International Brotherhood of Electrical Workers, through the Pacific District Council No. 1, of the Third district.

(Signed) J. MÖRGENTHALER,  
President.

JNO. S. WILSON,  
Secretary treasurer.

E. H. MORRISON.  
D. P. BAKER.



# AGREEMENT

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THIS AGREEMENT, made and entered  
into this \_\_\_\_\_ day of

A. D. 1916, by and between the  
WESTERN CANADA POWER COMPANY,  
LIMITED, together with any subordinate  
Company or Companies, Contractors or Sub-  
contractors, directly or indirectly under its  
control, doing business in the Province of  
British Columbia, or wherever the Company  
may now or hereafter operate its lines, hereinafter designated and known as the "Company," the party of the first part; and the  
INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, through the Pacific  
District Council, No. 1, of the Third district, I. B. E. W., (together with its subordinate local unions), doing business in the Province of British Columbia, hereinafter designated and known as the "Council," the party of the second part.

WITNESSETH: First, that for and in consideration of harmonious relations and settled conditions of employment with financial and personal relations mutually beneficial and the covenants and agreements herein mentioned, the parties hereto do hereby enter into, ordain, establish and agree that the following wage schedule and working rules shall be binding upon the parties hereto for a period of one year commencing October 1st, 1916, A. D., and shall continue in full force and effect thereafter unless terminated by thirty (30) days' notice in writing from either of the parties hereto to the other, whereupon the same may be amended, cancelled or substituted.

ed, as may be mutually agreed upon by the parties hereto.

That the Company agrees to employ none but members of the I. B. E. W. for the various classes of work hereinafter mentioned, and the Company will not discriminate against any of its employees because of their connection with the I. B. E. W., and the I. B. E. W. will not in any way interfere with or limit the right of the Company to discharge its employees where sufficient cause can be shown, except for being members of the I. B. E. W.

Any committee of employees with business agent or officer of the I. B. E. W. appointed to interview the management in connection with any matter affecting this agreement shall be given an immediate hearing.

The Company agrees to furnish the representative of the organization a pass through all the Company's shops and stations for the life of this agreement.



## **WORKING RULES AND SCHEDULE OF WAGES.**

The rules shall apply only to employees listed in Article 32, and shall be posted for the information and government of all employees.

Article 1. Eight hours shall constitute a day's work. Regular working hours 8 a.m. to 12 noon, and 1 p.m. to 5 p.m.

Article 2. Employees to do to and from the storeroom and from camp to camp on the Company's time, but whenever the necessities of the work prevent employees from returning to the storeroom or camp at noon, the Company will, at the discretion of the Superintendent, either furnish dinner or will pay employees one hour extra to cover the cost of providing dinner for themselves.

Article 3. (a) All overtime and work done on holidays to be computed at two times the standard rate, as hereinafter described. Holidays to be as follows: Sundays, New Year's Day, Good Friday, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, Christmas Day, all Saturday afternoons, and such other days as are generally observed in the province in which the Company operates. Employees entitled to vote will be allowed time off to vote on election day with pay.

(b) Any employee being called to duty after the hour of 5 p.m. shall receive two times the standard rate until relieved from duty. Employees being relieved from duty shall be relieved for at least a period of eight hours, except when employees report for work between 4 a.m. and 8 a.m., such time will be computed at two times of standard rate, and when such overtime does not equal eight regu-

lar working hours, employees shall be allowed to work the following eight hours at straight time.

Employees being called on duty shall receive not less than four hours standard rate.

Article 4. (a) All employees detailed for work away from headquarters upon a temporary job, will be allowed expenses of board and lodging. Thirty days will be considered a temporary job. More than thirty days will be considered a permanent job, for which board and lodging expenses will be allowed. All employees shall be notified before being sent away, whether the work shall be classified as a temporary or permanent job. If classified as a temporary job, and the work exceeds thirty days, board and lodging shall be provided until return to headquarters. If classified as a permanent job, and a return to headquarters is made in less than thirty days (calendar), board and lodging will be allowed.

(b) Headquarters will be considered where men are actually engaged for work.

Article 5. The Company shall furnish to all employees affected by this schedule all necessary transportations.

Article 6. Employees affected by this schedule resigning or dismissed from work while away from headquarters, will receive transportation to headquarters where payment shall be made.

Article 7. (a) Employees shall be paid semi-monthly on the Company's time, payment to be made on the 24th day of the month for wages up to and including the 15th of the current month, and on the 9th day of the month for wages due up to and including the last day of the preceding month.



(b) Employees away from headquarters shall be paid semi-monthly, not later than two days after those at headquarters.

(c) The Company agrees to make arrangements whereby employees can cash their paychecks on the payday, at the time when and place where payment is made.

Article 8. Where employees affected by this schedule decide that their board and lodging be paid by the Company, the rate will be \$1.00 less per day than the schedule below, except in cases of temporary jobs.

Article 9. All cable splicers and helpers when being sent away from headquarters, shall receive expenses of board and lodging until return to headquarters.

Article 10. All cable splicers' helpers shall be journeymen electrical workers.

Article 11. All joining and splicing of lead-covered cables shall be under the jurisdiction of and belonging to cable splicers. All this class of work shall be done by journeymen cable splicers.

Article 12. Cable splicers at no time shall be allowed to work at cable splicing unless attended by a helper. Cable splicers at no time shall be required to work on live cables carrying in excess of 650 volts.

Article 13. Any employee giving orders or having charge of men shall be considered a foreman. All foremen shall have had at least three years' experience in one or more branches of the trade.

Article 14. (a) Journeymen: An employee having three or more years' experience in one or all branches of the trade as listed herein.

(b) Linemen, cable splicers, station wiremen, operators, repairmen, inspectors, trouble-

men, patrolmen, metermen, telephone installers, switchboard men, and track-bonders.

Article 15. Apprentice: An employee not having three years' experience in one or more branches of the trade. All apprentices must serve three years' actual work in the business before they can be rated as journeymen, except where journeymen cannot be obtained, and the ratio of apprentices shall not exceed one to four journeymen per gang. Apprentices shall not be allowed to work on high voltage wire except during the last six months of their apprenticeship.

Article 16. All wires carrying a voltage of 650 or over shall be classed as high voltage wires.

Article 17. When work is being done on high voltage wires, two journeymen must be assigned to the job, and are not allowed to work on two different wires at the same time. In station work, two journeymen are required to work on wires carrying a voltage of 500 or more.

Article 18. In case of trouble on high voltage live wires or where work is hazardous, two or more journeymen must be sent out to repair trouble. One man to be sent out to watch until another can be obtained.

Article 19. No journeyman shall be allowed to work on a high potential wire carrying a voltage in excess of 2600 volts.

Article 20. (a) On all lines built or reconstructed after January 1st, 1916, all wires of any circuit carrying more than 5000 volts will be kept no less than four feet away from the wires of any other circuit.

(b) On existing lines where the adjacent wires of two separate circuits carrying over

5000 volts are closer than four feet, employees will not be required to work on one of the circuits while the other is alive, except in emergencies, where special precautions can be taken.

Article 21. All installations, repair and maintenance work on street electroliers shall be under the jurisdiction of and done by electrical workers affected by this agreement.

Article 22. Working on poles, timbers, bridges, towers or fixtures of an elevation of 85 feet or over, time to be computed at two times the standard rate, as per schedule.

Article 23. Linemen to have jurisdiction over assembling and erecting towers, framing and setting poles.

Article 24. In all gangs erecting poles, or towers, at least three journeymen shall be assigned to job.

Article 25. Men working shift work will be paid at straight time for any eight consecutive hours out of twenty-four. Employees assigned for shift work must be assigned for at least one week.

Article 26. All blasting shall be done by experienced powdermen.

Article 27. It is hereby agreed and understood that in new buildings, station construction wiremen shall receive the minimum wage of the organization of the I. B. E. W. in whose jurisdiction the work is being done getting the higher price for that class of work. It is further agreed and understood that on all buildings where inside wirings is being done by the Company, where the work requires more than four-man hours' time, journeymen shall receive the minimum wage of the organization of the I. B. E. W. in whose jurisdiction

the work is being done; getting the higher price for that class of work.

Article 28. Men driving automobiles shall not be required to do other than drive machine except where drivers are requested to take care of machine they shall receive (one hour) extra per day.

Article 29. (a) In first and second-class stations the shift will be worked by what is known as the "revolving watch." In first and second-class stations there shall be an operator and helper on each shift, who shall work any eight (8) consecutive hours out of the twenty-four (24) on straight time, and be allowed one day off in seven.

(b) Journeymen operators shall have not less than three years' experience. Apprentice operators shall be men with less than three years' experience.

(c) In first and second-class stations no apprentice operators shall be allowed to take charge of shift, except in last six months of his apprenticeship, and then only in case of emergency.

(d) All station operators and helpers will be allowed two weeks' holiday with pay per annum.

Article 30. Metermen shall not be allowed to do line work or anything pertaining thereto unless also classified as linemen, but they shall be allowed to do all work pertaining to meters.

Article 31. It is hereby agreed and understood that the Company agrees to furnish protective shields for the protection of men working on wires carrying voltage in excess of 600 volts, and shall furnish each gang with first-aid sets.

## Wage Schedule.

### Article 31.—

Foremen .....	\$5.30	per day
Journeymen linemen .....	4.55	"
Station wiremen .....	4.55	"
Repairmen .....	4.55	"
Inspectors .....	4.55	"
Lead-covered cable foremen .....	6.55	"
Cable splicers, journeymen .....	5.55	"
Groundmen .....	3.30	"
Foremen patrolmen .....	5.30	"
Journeymen patrolmen .....	4.55	"
Track bonders .....	4.55	"
Chief operators .....	130.00	per month
Journeymen operators .....	4.15	per day
Lamp trimmers .....	3.80	"
Telephone installers and switch- board men .....	4.55	"
Automobile drivers .....	3.30	"
Metermen .....	4.55	"

### Apprentice Linemen, Station Wiremen and Metermen—

Beginners .....	\$3.30	per day
Six months .....	3.55	"
Twelve months .....	3.80	"
Eighteen months .....	4.05	"
Twenty-four months .....	4.30	"
Thirty-six months .....	4.55	"

### Apprentice Cable Splicers—

Beginners .....	\$4.30	per day
Twelve months .....	4.80	"
Twenty-four months .....	5.05	"
Thirty-six months .....	5.55	"

### Apprentice Operators—

Beginners .....	\$3.30	per day
Twelve months .....	3.55	"
Twenty-four months .....	3.90	"
Thirty-six months .....	4.15	"

IN WITNESS WHEREOF the parties here-  
to have hereunto affixed their hands and seals,  
through their respective officers, the date and  
year first above written.

. WESTERN CANADA POWER CO., LTD.

General Manager.

Witness:

PACIFIC DISTRICT COUNCIL, No. 1 OF  
THE 3rd DISTRICT, I. B. E. W.

President.

Secretary-treasurer.

Approved:



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